

**2024 Annual Employment Metrics**

*July 17, 2025*

Employment			
Metric	2024	2023	2022
Full-time Employees	18	17	18
Contractors	4	3	2

Employee turnover <sup>1</sup>			
Metric	2024	2023	2022
Male turnover rate	0%	9%	0%
Female turnover rate	18%	0%	0%
Total turnover rate	0%	6%	0%

<sup>1</sup> 2022 and 2023 male and female turnover restated due to change in included employees and recalculation.

Diversity			
Metric	2024	2023	2022
Total female employment	6	6	6
Total female employment (as % of total employment)	33%	22%	33%
Females in management or higher positions (%)	25%	12%	22%
Females in executive positions (%)	25%	25%	25%
Employees identifying as a racial or ethnic minority (%)	11%	6%	6%
Employees identifying as BIPOC <sup>2</sup> (%)	6%	0%	0%
Employees identifying as diverse persons (%)	11%	6%	6%

<sup>2</sup> Defined as Black, Indigenous, and People of Colour.

Labor Relations			
Metric	2024	2023	2022
% of staff covered by collective bargaining agreements	0%	0%	0%
% of staff with right to form collective agreements	100%	100%	100%
Strikes or lockouts	0	0	0
Human rights violations (#)	0	0	0
Incidents of corruption	0	0	0
Reports of discrimination, violence or harassment	0	0	0
Claims concerning breaches of customer privacy and loss of customer data	0	0	0
% of FTEs receiving a living wage, vacation pay, parental leave and other benefits	100%	100%	100%
% of FTEs receiving income that meets or exceeds provincial living wage schedules <sup>2</sup>	100%	100%	100%

<sup>3</sup> For definitions, see <https://www.ontariolivingwage.ca/> and <https://www.policyalternatives.ca/wp-content/uploads/2024/11/2024-Living-Wages-for-Newfoundland-and-Labrador-Nova-Scotia-and-Prince-Edward-Island.pdf>

Employment by age <sup>4</sup>			
Metric	2024	2023	2022
<30	2	1	1
30-50	8	9	10
50+	8	7	7

<sup>4</sup> Numbers restated for 30-50 and 50+

New employee hires			
Metric	2024	2023	2022
New female hires			
<30 years of age	1	0	0
30-50 years of age	0	0	0
50+ years of age	0	0	0
New male hires			
<30 years of age	0	0	1
30-50 years of age	0	0	1
50+ years of age	0	0	0
Racially or Ethnically Diverse	1	0	1

Training			
Metric	2024	2023	2022
Hours per employee (average)			
Hours per female employee	21.9	35.0	Incomplete data
Hours per male employee	45.9	47.3	Incomplete data
Professional Development - Technical	107.7	94.4	Incomplete data
Finance	43.6	52.4	Incomplete data
Cybersecurity	3.5	3.5	3
Ethics <sup>5</sup>	1.8	Not measured	Not measured
<b>Average hours per employee (overall)</b>	<b>33.8</b>	<b>41.2</b>	<b>N/A</b>

<sup>5</sup> Introduced mandatory ethics training for all FT employees in 2025, presenting 2024 numbers from mandatory ethics training for CPAs and PGEOs while training is rolled out.

Compliance breaches			
Metric	2024	2023	2022
Cybersecurity breaches	0	0	0
Whistleblower complaints	0	0	0
Environmental fines, penalties, litigation or settlements	0	0	0
Anti-corruption policy violations	0	0	0

Compliance			
Metric	2024	2023	2022
% of employees who provided formal attestation of the Code of Conduct <sup>6</sup>	100%	not measured	not measured
Compliance with Cybersecurity Awareness Training Program (%)	100%	100%	100%

<sup>6</sup> Annual attestation requirements added in 2024

Donations			
Metric	2024	2023	2022
Total Community Investment (CAD\$)	90,757	91,582	72,480
% of overall donation spend supporting humanitarian assistance in areas of exploration	92%	55%	81%
Political donations	0	0	0

Injury Statistics			
Metric	2024	2023	2022
Fatalities	0	0	0
Lost-time injuries	0	0	0
Total recordable injuries	0	0	0
Near misses	0	0	0

Safety Indicators			
Metric	2024	2023	2022
Fatality rate	0	0	0
LTIFR <sup>7</sup>	0	0	0
TRIFR <sup>8</sup>	0	0	0
AIFR <sup>9</sup>	0	0	0
NMIFR <sup>10</sup>	0	0	0

<sup>7</sup> Lost-time injury frequency rate

<sup>8</sup> Total recordable injury frequency rate

<sup>9</sup> All-injury injury frequency rate

<sup>10</sup> Near-miss injury frequency rate